DOCUMENT RESUME

ED 368 438 JC 940 248

AUTHOR Alfano, Kathleen Ann
TITLE Case Studies of California Community College AB [Assembly Bill] 1725 Faculty and Staff Development Programs.
PUB DATE 93
NOTE 196p.; Doctoral Dissertation, University of California, Los Angeles.
AVAILABLE FROM University Microfilms International, 300 N. Zeeb Road, Ann Arbor, MI 48106 (Order Number 9332637).
PUB TYPE Dissertations/Theses - Doctoral Dissertations (041)

EDRS PRICE Document Not Available from EDRS.
DESCRIPTORS Case Studies; Community Colleges; *Faculty Development; Institutional Characteristics; *Program Effectiveness; Program Evaluation; *Staff Development; State Aid; State Legislation; State Surveys; Teacher Attitudes; Teacher Improvement; Two Year Colleges
IDENTIFIERS Assembly Bill 1725 (California 1989); *California Community Colleges

ABSTRACT

Faculty and staff development (FSD) programs in the California community colleges currently receive funding under the California Assembly Bill (AB) 1725, which has distributed approximately $5 million each year since 1989 to districts on an enrollment-based formula. A study was conducted which surveyed FSD programs statewide to assess program outcomes and then investigated programs which represented extreme cases. The study sought to develop a grounded theory about the factors that influence FSD program outcomes. For five sites, program and college documents were reviewed, semi-structured elite and participant interviews were conducted, program activities were observed, and case studies were created. The study found that the AB 1725 FSD Fund was an inefficient and ineffective delivery system to achieve FSD outcomes in the cases studied. State program policy, combined with institutional and program factors, have created programs which have difficulty achieving any one focus and the funds are dissipated yearly with little or no measurable impact. The study produced a theoretical model derived from the site data which indicates that FSD programs with a high perception of program ownership by faculty combined with strong administrative support were related to higher levels of innovation in instruction and professionalism. (Author/AC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****